

AGENDA
Board of Trustees
Columbia Falls School District Six
Regular Board Meeting
Monday, June 8, 2026
6:00 p.m.
School District Six Board Room

- 1. Call to Order**
- 2. Pledge to the Flag**
- 3. Approval of Agenda**
- 4. Consent Agenda.**
 1. Approval of May Bills
 2. Approval of Investment Reports
 3. Out of District – Pg. 1
- 5. Public Participation**
 1. Student Body Representative
- 6. Reports**
 1. Written
 - Board Standing Committees --See website for reports
 - Penni Anello – Glacier Gateway – Pg. 2
 - Allison Hawes – Ruder – Pg. 3
 - Ted Miller – Junior High – Pg. 4
 - Josh Gibbs – High School – Pg. 5
 - Mark McCord - Curriculum Director – Pg. 6
 2. Verbal
 - MTSBA Update – Barb Riley
 - Clerk / Business Manager – Dustin Zuffelato – Pgs.7-8
 - Superintendent – Cory Dziowgo
 - Board Chair – Jill Rocksund
- 7. Action/Discussion Items:**
 - a) Consideration of the Budget Transfer Request to transfer Bus Dep. Funds to the Multi-District Coop. Agreement annual funding to support educational programs and student achievement. – Pg. 9
 - b) Consideration of membership renewal with Montana Quality Education Coalition. – Pg. 10
 - c) Consideration of the Montana High School Association membership dues for SY 26-27. – Pg. 11-16
 - d) Consideration of the board standing committee assignments as attached. – Pg. 17
 - e) Consideration of the ratification of the master agreement with the Columbia Falls Classified Employees Association for SY 26-27. – Pgs. 18-21
 - f) Consideration of the PD Cmte recommendations of the 26-27 District Professional Development Plan:
 - K-5 Amplify CKLA (writing focus)
 - K-5 Bridges Math (differentiated instruction)
 - K-5 Math (proficiency-based education and grading standards) MECC supported
 - 6th Into Literature (adoption support)
 - 6-8 OpenSciEd (fidelity refinement)
 - 6-12 Math (proficiency-based education) MECC supported

- 6-12 AI (classroom practice and student usage)
 - K-12 Language Arts (proficiency-based education) MECC supported
 - K-12 MTSS (data integration and intervention)
 - K-12 Indian Education for All (classroom integration)
 - K-12 Gifted and Talented (identification and support)
 - K-12 English as a Second Language (identification and support)
- g) Consideration of the renumbering of the following policies to match MTSBA numbering system:
- *Publication and Distribution or Posting* – from 3100 to 3221
 - *Children of Military Families* – from 3130 to 3124
 - *Bullying, Harassment, Intimidation...* - from 3225 to 3226
 - *Student Protection* – from 3655 to 3665
 - *Conduct on School Property* – from 4015 to 4315
 - *Disruption of School Operations* – combined with 4315 and 4313 deleted
 - *Family Engagement* – 4700 - included in 2158 – delete 4700
 - *Applicability of Personnel Policies...* - from 5021 to 5121
 - *Employee Electronic Services* – from 5090 to 5450
 - *Leave of Absence* – from 5321 to 5320
 - *Procurement of Supplies...* - from 7322 to 8211
 - *Operation and Maintenance of District Facilities* – from 8470 to 9330
- h) Consideration of the addition to policy #2150 – *Suicide Awareness & Prevention* on 1st and final reading. – Pg. 22
- i) Consideration of adding new policy #5333 – *Holidays* on first and final reading. – Pg. 23
- j) Consideration of the addition to policy #5410 - *Records Management*, and the number change to 8430 on first and final reading. – Pg. 24
- k) Consideration of combining Policy 8320 – *Property Damage* with policy #8340 – *Privately owned Property* and eliminating number 8340 on first and final reading. – Pg. 25
- l) Consideration of the addition of a new Policy 3550 – *Student Clubs* on 2nd of 3 readings. – Pgs.- 26-28
- m) Consideration of adding Form 3550-NF(1) – *Student Clubs – School District Student Club Application* on 2nd of three readings. – Pgs. 29-30

8. Personnel

a. The superintendent has accepted the following resignations:

Darrin Gress	JH Football Coach – end of SY 25-26
Derek Andrews	JH Girls Basketball Coach – end of SY 25-26
Suzanne Andrews	JH Cross Country Coach – end of SY 25-26
Paula Koch	JH Cross Country Coach – end of SY 25-26
Ryan Floyd	JH Study Hall Paraeducator – end of SY 25-26
Allyson Reamy Butts	Special Educ Teacher / MTSS Coordinator – end of SY 25-26
Daniel Boutwell	Food Service Hot Lunch /Delivery Driver – end of SY 25-26
Mark Gilham	Custodian – May 27, 2026
Carolyn Gibson	Custodian – June 30, 2026
Andria Hendricks	HS Math Teacher – end of SY 25-26
Mary Webb	Science Teacher / HOSA Advisor – end of SY 25-26
Valerie Parsons	HS Special Education Para – end of SY 25-26
Kendra Skelton	HS Special Education Para – end of SY 25-26
Jessica Moultray	HS Key Club Advisor – end of SY 25-26
Mike Dyon	Assistant Boys' Basketball Coach – end of SY 25-26

b. Consideration of the Elementary Hiring Recommendations:

Ashley Myett	Ruder Music Teacher
Shelby Petero	Ruder Special Education Teacher

c. Consideration of the following High School / District-wide Hiring Recommendations:

Cassidy Norick	PT Occupational Therapist
Brandi Bohn	Speech / Language Pathologist
Mariah Olson	Cook/Baker
Austin Barth	Head Boys' Basketball Coach
Alex Presnell	Assistant Boys' Basketball Coach
Derek Andrews	Freshman Boys Basketball Coach
Lisa Raunig	School Counselor
Sage Wanner	Science Teacher
James Briggs	English Teacher

d. Summer Temporary Hires

Austin Barth	Summer Weight Room Supervisor
Joshua Preiss	Summer Maintenance
Kelly Houle	Summer Lawn Maintenance
Kristi Hoerner	Summer Business Office
Teresa Hughes	Summer Custodian
Brooklynn Keibler	Summer Custodian
Amanda Treat	Summer Custodian
Cindy Powell	Summer Custodian
Daniel Hall	Bus Washer
Nancy Goe	Bus Washer
Anna Pickard	Book Mobile
Willow Moran	Book Mobile

e. Consideration of the Prof. Development Committee travel recommendations: - Pg. 31

f. Consideration of a certified teacher extended leave of absence request for SY 26-27.

9. Miscellaneous and Future Planning:

10. Adjournment

**The next Regular Board Meeting will be held at 6:00 p.m.,
Monday, July 13 2026, in the School District Six Board Room**

Out of District by ID #

27-001	27-031	27-061	27-092	27-123
27-002	27-032	27-062	27-093	27-125
27-003	27-033	27-063	27-094	27-126
27-004	27-034	27-064	27-095	27-127
27-005	27-035	27-065	27-096	27-128
27-006	27-036	27-066	27-097	27-129
27-007	27-037	27-067	27-098	27-130
27-008	27-038	27-068	27-099	27-131
27-009	27-039	27-069	27-100	27-132
27-010	27-040	27-070	27-101	27-133
27-011	27-041	27-071	27-102	27-136
27-012	27-042	27-072	27-103	27-137
27-013	27-043	27-073	27-104	27-138
27-014	27-044	27-074	27-105	27-139
27-015	27-045	27-075	27-106	27-140
27-016	27-046	27-076	27-107	27-141
27-017	27-047	27-077	27-108	27-142
27-018	27-048	27-078	27-109	27-143
27-019	27-049	27-079	27-110	27-144
27-020	27-050	27-080	27-111	27-145
27-021	27-051	27-081	27-112	27-146
27-022	27-052	27-082	27-113	27-147
27-023	27-053	27-083	27-114	27-148
27-024	27-054	27-084	27-115	27-150
27-025	27-055	27-085	27-116	27-151
27-026	27-056	27-086	27-117	27-152
27-027	27-057	27-088	27-118	27-153
27-028	27-058	27-089	27-119	27-154
27-029	27-059	27-090	27-120	
27-030	27-060	27-091	27-121	

June Board Report Building/Department

COLUMBIA FALLS
SCHOOL DISTRICT #6
Schools: Glacier Gateway, Ruder Elementary,
Columbia Falls Junior High, Columbia Falls High School



Challenging, Diverse, and Supportive -learning Environment

This time of year brings reflection on learning environments. Staff at GG have set our vision for developing a learning environment that is welcoming, collaborative, and built on open communication among students. We want to focus our staff learning on how to build a classroom where students feel valued, respected, and safe. This environment will help student interact with our strong curriculums, take learning risks and share ideas.

High Performing Workplace

Portrait in Practice awards gave staff the opportunity to recognize each other in a meaningful way to celebrate the incredible impact they have on students, families, and colleagues. Whether honoring excellence in instruction, innovation, collaboration, leadership or dedication to student success, the portrait in practice process provided an opportunity to highlight unique strengths in a number of staff members.

Organizational Effectiveness

Completing our MTSS fidelity checks on our systems, we are excited to action plan with our Tier 1,2 and 3 leadership teams. We continue to move forward using student data to drive our initiatives in systems, professional development, and the daily work we do with students. This systems work is necessary to continue to use our resources, time, and data effectively.

Family & Community Engagement

Staff at GG brought back our Gateway's Got Talent show this year. We had over 40 groups of students including comedians, cheerleaders, dance routines, and singers try out for our Talent show. We were able to select about 20 acts that performed for our entire GG student body and an evening show for our families. We wrapped up our early learning program with an adorable performance and 'graduation' ceremony.

District Facilities Support & Enhance Learning

Summer projects include adding some playground upgrades, maintaining walls with patching and painting, and the city is completing 4th avenue remodel. The 4th avenue remodel has been challenging with bus traffic and hopefully they hold up their side of the deal to have this all complete by August 24th.

- ### Upcoming Events
- Clap out for 5th Grade: Thursday, June 4th
 - Celebration Assembly: Friday, June 5th
 - Field Day for grades K-5, Monday, June 8th
 - Half day for Grading: Wednesday, June 10th

- ### Wildcat PRIDE Celebrations Assembly
- Awesome Attendance Award for 18 students
 - Wildcat PRIDE in the community Award for 22 students
 - Great Brain Awards
 - Newborn/Caldcott Awards for 3 students

June Board Report Building/Department

COLUMBIA FALLS
SCHOOL DISTRICT #6
Schools: Glacier Gateway, Ruder Elementary,
Columbia Falls Junior High, Columbia Falls High School



Challenging, Diverse, and Supportive Learning Environment

For the 2026-2027 school year, Ruder Elementary is developing a new master schedule that intentionally integrates social-emotional learning and intervention rotations within our PLC and MTSS framework. These structures aim to strengthen student well-being, foster relationships, support engagement, and provide timely academic and social-emotional support. This proactive planning shows our commitment to a school culture where all students feel connected, supported, and empowered.

High Performing Workplace

Ruder Elementary staff received several Portrait in Practice Award nominations. This year's recipients were Sara Kavanagh, second grade teacher (certified), and April Dyon, office manager (classified). Their recognition highlights the district's commitment to developing a positive, effective workforce through shared leadership, collaboration, and excellence. Celebrating staff who exemplify these qualities supports recruitment, retention, and a culture of professional excellence.

Organizational Effectiveness

Ruder Elementary MTSS/Leadership Team is using survey data collected throughout the school year to identify priorities and action steps for the coming year. The survey data will be used to identify schoolwide priorities, develop academic, behavioral, and social-emotional goals, and guide intervention planning and resource decisions to best support student achievement and well-being.

Family & Community Engagement

The Ruder Elementary fifth grade team established a new tradition this year with the inaugural Student of the Year Award, recognizing a student who exemplifies outstanding character, leadership, integrity, and the qualities of a Ruder Wildcat. From a fifth grade class of nearly 90 students, seven students were nominated and celebrated. Staff and families were invited to participate in recognizing these exceptional students. Congratulations to Rexx Dzulwogo, the recipient of the first-ever Ruder Elementary Student of the Year 2025-2026 school year.

District Facilities Support & Enhance Learning

Ruder Elementary has identified a need for additional playground equipment designed specifically for older elementary students. Our current climbing structures are geared toward younger children, while many of our older students continue to seek age-appropriate opportunities for climbing and physical activity during recess. We are partnering with our PTO to explore the purchase of new equipment that will better meet the developmental and recreational needs of our upper-grade students.

- ### Upcoming Events
- Senior Graduate Walk - 11:05 AM - June 2nd
 - Field Day at Ruder - June 10th
 - Meet the Teacher - June 10th
 - Clap Out for 5th grade - 11:10 AM - June 12th
 - Last Day of School - Early Out at 11:45 AM - June 13th

Wildcat Way

The Ruder Elementary 5th Grade Student Council hosted popcorn and ice cream sales during lunch on the final two Fridays of May as a fundraiser to help offset the cost of the Glacier Highline field trip for students who may have experienced financial barriers. Through the support of students, staff, and families, the fundraiser generated over \$700 in profit, helping

June Board Report Building/Department

Columbia Falls Junior High, Columbia Falls High School

SCHOOL DISTRICT #6

Schools: Glacier Gateway, Ruder Elementary,



Challenging, Diverse, and Supportive Learning Environment

We are currently designing a master schedule optimized to balance core academic instruction with essential elective and intervention blocks. This strategic framework prioritizes equitable resource allocation and seamless student transitions, ultimately fostering an organized, supportive, and high-achieving learning environment across all grade levels. Also, we adopted into Literature for the 6th grade ELA program. It builds confidence, standards mastery, and college & career readiness.

High Performing Workplace

We have initiated comprehensive planning for next year's professional development schedule, focusing on instructional strategies, intervention tools, artificial intelligence, and curriculum alignment. This proactive preparation ensures that faculty members receive targeted, continuous training designed to directly support student growth and foster academic excellence across all departments.

Organizational Effectiveness

The MTSS team convened to evaluate student data and systematically establish targeted academic, behavioral, and social-emotional goals for the upcoming school year. These strategic benchmarks will guide the refinement of our tier-level interventions and resource allocation, ensuring equitable support and measurable growth for all students. We have made a lot of progress the last few years implementing systems at all levels.

Family & Community Engagement

We successfully hosted our annual spring concerts, showcasing the exceptional musical growth and dedication of our band, choir, and guitar students before a well-attended community audience. The performances highlighted both ensemble precision and solo excellence, serving as a testament to the hard work of our student musicians and fine arts faculty throughout the year.

District Facilities Support & Enhance Learning

We recently enhanced our playground by installing a new Gaga Ball pit and tetherball stations, which have immediately become a center of high-energy student activity during recess. This addition has been an overwhelming success, significantly increasing peer inclusivity and physical engagement while providing a fun, structured outlet that fosters positive social interactions.

Upcoming Events

- Awards Assemblies the last week of school
- Half Day for grading Wednesday, June 10th
- 8th Grade Party Thursday, June 11th
- Field Days & Last day for 8th Graders June 11th

Wildcat Way

- Our Student Store started selling Wildcat t-shirts & sweatshirts. We started with two designs and have plans to expand. There is a CFJH design as well as a Wildcat one. Proceeds benefit the entire student body.

Junior High

June Board Report Building/Department

COLUMBIA FALLS
SCHOOL DISTRICT #6
Schools: Glacier Gateway, Ruder Elementary,
Columbia Falls Junior High, Columbia Falls High School



Challenging, Diverse, and Supportive Learning Environment

We are in the process of finalizing our schedule for next school year, with a strong focus on prioritizing student learning and creating opportunities that better meet student needs. This includes exploring ways to expand course offerings and structure a schedule that provides students with greater flexibility in their academic pathways.

In addition, we are in the early stages of developing our online alternative school, with the goal of having it ready to launch this fall. We are excited about these efforts as we continue working to provide meaningful and responsive learning options for all students.

High Performing Workplace

We are excited to share our Portrait in Practice Award winners this year. This award recognizes staff members who embody what it means to be Engaged, Prepared, and Empowered while making a meaningful impact through collaboration, relationships, and service to our students and school community. Our Classified Staff winner is Kristine Bowman, and our Certified Staff winner is Amy Gaudill. Both Kristine and Amy truly represent the heart of CFS. They consistently go above and beyond for students and staff, bring positivity to our building, and help make CFS a better place. Their daily work often extends far beyond what is asked, and we are better because of their dedication.

Organizational Effectiveness

Our MTSS team is already gearing up and shifting focus toward the upcoming school year, continuing our commitment to providing a challenging, diverse, and supportive learning environment for all students. With two PIR days scheduled this summer, we will take time to reflect on our annual TFI data and other key indicators to guide our work moving forward.

Our goal is to enter next year with clear priorities and intentional focus, strengthening the structures that help every student succeed.

Family & Community Engagement

As we wrap up the school year, we are grateful for the strong family and community engagement that continues to support our students in meaningful ways. Over the past several weeks, we have come together to celebrate a number of end-of-year milestones.

Events included the Senior Band and Choir Concert, Music in the Park, Senior Award Night, and culminating with the Class of 2026 Graduation ceremony. Each of these gatherings highlighted the talent, dedication, and accomplishments of our students, while also reflecting the pride and support of our school community.

District Facilities Support & Enhance Learning

We are looking forward to beginning our summer cleaning and projects as we head into the break. This year, our priority is to complete a full, uninterrupted summer cleaning of the school to ensure our building is ready for students and staff in the fall.

In addition, we will address smaller, high-need projects as time allows while continuing our work on the high school bond remodel project as we work toward a successful bond in the fall. We appreciate the ongoing support as we continue improving and preparing our learning spaces for the future.

High School

Upcoming Events

- June 9-12 Finals
- June 12 - Last Day of School
- June 17 - MTSS Tier 1 PIR
- August 18 - MTSS Tier 2/3 PIR

Overall, Columbia Falls High School saw an encouraging increase in attendance this year, rising to 92.14% average daily attendance, a 1.41% increase from last year. At the same time, unexcused absences dropped to 1,658.87 days, a reduction of 1,880.94 days

June Board Report Building/Department

COLUMBIA FALLS

SCHOOL DISTRICT #6

Schools: Glacier Gateway, Ruder Elementary,
Columbia Falls Junior High, Columbia Falls High School



Challenging, Diverse, and Supportive -learning Environment

A GT Campus
Coordinator meeting
was held to review
identification,
assessment and
programming.

A ESL Campus
Coordinator meeting
was held to review
identification,
assessment and
programming.

High Performing Workplace

Interviews were held
and two staff
members were
identified to complete
the team of three
who will support the
Book Mobile program
this summer.

The PD Committee
met and drafted a
professional learning
for the district in
26-27.

Organizational Effectiveness

The District MTSS
Leadership Team met
to discuss the data
gathered through
campus walkthrough
visits at all 4
campuses.

Extended Early
release time has been
invaluable in setting
the district up for our
upcoming
accreditation cycle.
Major projects
Included: curriculum
training, Learner
Portrait development,
assessment mapping,
and vertical
alignment.

Family & Community Engagement

All the state testing
windows have closed.
These include: MAST,
Dynamic Learning
Maps (ELA, Math, Sci),
Montana Science
Assessment, and the
ACT. Parents have
been granted access
to digital reports to
monitor their child's
progress for MAST
testing. Other reports
will become available
throughout the
summer.

District Facilities Support & Enhance Learning

The Technology
Committee convened
to review upcoming
changes to printer life
cycles and printing
processes.

Upcoming Events

- August 12 Back to School Literacy Conference
- August 19-20 New Teacher Orientation
- August 24 All Staff Returns

Quoteable

"Rest is not idleness, and to lie sometimes on the
grass under trees on a summer's day, listening to the
murmur of water, or watching the clouds float across
the sky, is by no means a waste of time."
—John Lubbock

Curriculum

TO: Board of Trustees
FROM: Dustin Zuffelato, Business Manager/Clerk
DATE: June 4, 2026
RE: **Business Office Report for the June 8, 2026 Regular Meeting**

Fund Transfers

Multi District Cooperative

The District entered into a Multi-District Agreement in March 2026 between the Elementary District and the High School District. The terms of the agreement allows each district to transfer funds into the interlocal cooperative fund from the general fund, any budgeted fund, or any non-budgeted fund. Changes to the state statutes concerning these interlocal agreements during the 2025 session necessitated some changes to the funding structure. Specifically, each District now maintains a separate (interlocal) fund. Expenditures from the interlocal cooperative fund are limited to the budgeted expenditures for the budgeted fund from which the transfer was made. The proposed transfer is from the Bus Depreciation Fund. The amount represents the ending fund balance after taking consideration of the tax revenue collected in May. The intent is to increase the flexibility necessary to maintain current educational programs and enhance student achievement. **The transfer amount is \$180,822 from the Elementary District and \$0 from the High School District.** Year to date expenses funded by the Multi District Agreement Fund are \$203,512. The Elementary District Bus Depreciation Fund adopted budget is \$323,105

\$100K of expenses incurred are primarily related to Post-Employment Benefits. \$100K for the High School facility bond project planning.

Ending Fund Balance in the Multi District Agreement Fund is expected to be \$850k, which is comparable to balance at the beginning of the year.

High School Facility Bond Project

Bridget Ekstrom representing DA Davidson recently shared some data concerning the District's bond rating. Standard and Poor (S&P) recently (March 2026) published a credit brief concerning Montana School Districts. S&P maintains ratings for 86 Montana School Districts. 100% of ratings are on a stable outlook. 13 received downgrades and 3 an upgrade. Despite rising operational costs in line with national trends, S&P expects Montana schools will demonstrate stable credit quality in the near term. Key analytical themes within report:

1. Low-nominal reserve balances compared with other school districts throughout the nation. Statutory limits on general fund reserves, which typically results in liquidity that S&P considers nominally low. Bridget advised the District to adopt a **formal reserve policy**. A formal reserve policy would help the District during the rating determination that S&P will conduct prior to issuance of the bonds. This policy will be achievable (currently comply) and based on actual liquidity needs based on past cash reserve fluctuations between fiscal year end and the first collection of property taxes in November. In addition to the General Fund, fund balances in the Flex Fund, Building Reserve Fund, and Interlocal Fund will be considered during the rating determination. HB 567 passed in the 2025 legislature limits the annual expenses in the Interlocal Fund to the approved budget of the fund from which the transfer was made. To comply with this provision, the District will need to establish a separate interlocal agreement fund for both the High School District and the Elementary District. As the bonds will be supported exclusively by the High School District, funding a separate High School Interlocal Fund will help substantiate adequate reserves.
2. Favorable state aid supports growing costs. Demographic shifts leading to reduced (housing) affordability increased the cost to retain and attract qualified staff. The increased costs have weakened voter support for bond or operational levies and affect enrollment. K-12 education saw a significant investment for the 2026-27 biennium that included \$52 million increase to base funding. While increased state funding brought about from measures like the STARS act help to potentially close the funding gap created by inflation, districts remain exposed should costs continue to rise faster than operating income.
3. Aging Infrastructure. Voter support for infrastructure investment has proven to be more difficult over the past few years. If measures are rejected by voters, districts will continue to rely on their building reserve or other general fund balances to cover the cost of capital needs or let deferred maintenance projects persist. The cost of prolonged deferred maintenance projects could introduce new costs and challenges for districts including attracting new staff, improving or sustaining enrollment, or costly unexpected repairs. This all sounds too familiar to our District!

The bond rating for Columbia Falls School District continues to be A+. Municipal Bond interest rates continue to be hovering around 3% for a 20 year term.

Classified Union - CBA contract – FY27

\$.70 increase to all classifications.

Total Classified Employees : 105. Total Annual Hours 193,481. Total Annual Cost increase \$ 115,480.

HISTORICAL Wage Increases:

FY 2026	\$	1.10
FY 2025	\$	1.00
FY 2024	\$	0.75
FY 2023	\$	0.45
FY 2022	\$	0.45
FY 2021	\$	0.45
FY 2020	\$	0.45

Workers Compensation Insurance Renewal – FY 27

The programs **Base Rate** increased approximately 6%. The District’s **modification factor** INCREASED as well from 1.23 to **1.32**. The increase is a result of the rolling four-year lookback of actual claims paid (2023-2026). The current year (2026) is down significantly, likely the result of a mild winter. Overall SD6 rate for next year **increased 14.25%**. The renewal rates are as high as they have been since 2020. General Fund impact is **\$24,323**.

Premium Credit is **\$29,580** in FY27 as compared to \$22,493 in FY26, \$26,273 in FY25 and \$53,232 in FY 2024.

Fiscal Year	Frequency	Total Paid	Total Incurred
2023	36	\$195,539	\$199,382
2024	52	\$307,389	\$394,572
2025	37	\$137,477	\$183,980
2026	26	\$28,678	\$38,557

Property/Liability Insurance Renewal – FY 27

Rates **increased 1%**. Increase to premium is **\$4,107**. The rate stability was partly because the flood damage claim in 2025 was settled with about \$2 million less paid than expected. Furthermore, the District’s loss ratio in FY26 was stellar.

Fiscal Year	Property/Liability Claims	Total Incurred	Property/Liability Insurance Premium:	
2017	1	\$9,931	\$ 146,795	
2018	15	\$244,793	\$ 141,128	-4%
2019	3	\$13,291	\$ 162,559	13%
2020	4	\$64,302	\$ 170,409	5%
2021	9	\$27,994	\$ 178,540	5%
2022	9	\$91,101	\$ 231,206	23%
2023	3	\$42,570	\$ 258,663	11%
2024	3	\$117,605	\$ 333,229	22%
2025	5	\$4,887,575	\$ 396,828	19%
2026	3	\$18,615	\$ 454,197	15%
2027			\$ 458,304	1%

Budget Transfer Request

Board Approval Date _____

Date Entered on Accounting

System _____

Business Office Use Only

Transfer From		Transfer To	
Account Number	Amount	Account Number	Amount
111.999.6100.0910.99	180,822	182.5300	180,822
Total		Total	

JUSTIFICATION

Multi District Cooperative Agreement Annual Funding to increase flexibility necessary to maintain current Educational Programs and enhance Student Achievement. Authorized pursuant to 20-3-363, MCA.

Signatures

Administrator

Business Manager

Superintendent

2026-27 MHSA Annual Dues and Insurance

Issued On
May 01, 2026

Billed To:
Columbia Falls High School

Address / Contact Info:
610 13th St W
Columbia Falls Montana 59912-1259

Items	Total
Catastrophic Liability Enrollment 401-800	\$836.00
Concussion Insurance Enrollment 401-800	\$191.00
Annual Dues	\$5,750.00

Req #'s 27008 - \$6,000.00 TR
27009 - \$1,077.00 TR
 Amount Due **\$6,777.00**

Sports Registered

- | | | |
|-----------------------------|---------------------------------------|--------------------|
| Baseball (Boys) | Tennis (Boys, Girls) | Volleyball (Girls) |
| Basketball (Boys, Girls) | Track & Field - Outdoor (Boys, Girls) | |
| Cross Country (Boys, Girls) | Wrestling (Boys, Girls) | |
| Football (Boys) | Band (Coed) | |
| Golf (Boys, Girls) | Debate (Coed) | |
| Soccer (Boys, Girls) | Theater (Coed) | |
| Swimming (Boys, Girls) | Softball (Girls) | |



MONTANA HIGH SCHOOL ASSOCIATION

PROMOTING SUCCESS ON THE COURT, ON THE FIELD, ON STAGE,
AND EVERYWHERE ELSE UNDER THE BIG SKY SINCE 1921

MHSA Membership Annual Dues Information for 2026-27

The school makes application for membership in the Montana High School Association (MHSA) for the school year 2026-27 in accordance with Article 1, Section (1) of the MHSA By-Laws, and appoints the Association as its representative in interscholastic activities for the current school year. The Board of Trustees adopts and agrees to comply with the rules and regulations of the MHSA as presently contained in its official MHSA Handbook and acknowledge receipt of a copy of such handbook in effect. It is understood that each member school is entitled to one vote on any resolution presented to the Association membership. A resolution adopted by the Board and inserted in the minutes of a meeting of the Board on the date below directs the chairperson of the Board of Trustees to remit to the Association the yearly membership fees. If the school is registering for an activity in which the school district did not participate the previous year and did not request sanctioning for this activity in writing, students will not be permitted to compete in MHSA post-season contests, other than activities which are not assigned to districts and/or divisions. (Rules and Regulations, Sections 14 and 16).

Catastrophic Liability Insurance Information for 2026-27

To determine your premium, you must use your high school's (grades 9-12) FALL, 2025 enrollment as reported to OPI or for private schools, your enrollment as of November 1, 2025.

Summary of Lifetime Benefits - Mutual of Omaha

- Accident Medical Expense Benefit: 100% of reasonable, customary, and necessary covered expenses, with an overall lifetime limit of \$1,000,000.
- Deductible: \$50,000 per injury.
- Incurral Period: Two (2) year incurral period in which to meet the deductible.
- Extended Care Facility Maximum \$365,000 per calendar year.
- Combined Home Healthcare/Custodial Care Maximum: \$100,000 per calendar year.
- Maximum Physical Therapy Benefit: \$50,000 per calendar year.
- Accidental Death Benefit: \$10,000.
- Cash Benefit: \$10,000 (for paralysis, including quadriplegia, paraplegia, or hemiplegia).

Expanded Benefits (Total Disability Only):

- Lifetime Special Expense Benefit: \$100,000 first decade; \$50,000 each decade thereafter for home remodeling or adaptation and special vehicle purchase or adaptation.
- Lifetime Adjustment Expense Benefit: \$50,000 Lifetime for family counseling, training, travel, and loss of earnings of parents.
- Lifetime Education Expense: \$50,000 for tuition, room and board and other related expenses.
- Total Disability Benefit: A catastrophically injured student who is totally disabled at age 18 may receive \$1,500 per month for remainder of life.
- Partial Disability Benefit: A catastrophically injured student who is partially disabled at age 18 may receive \$1,000 per month for remainder of life.

Concussion Insurance Information for 2026-27

The MHSA, through negotiations with our insurance broker, Dissinger Reed, can continue offering concussion insurance for all MHSA athletic participants and cheerleaders at only \$1.35 per student. The coverage includes:

- Maximum - \$25,000 per year
- Benefit Period - 1 year
- Deductible - \$0 per claim
- Eligible Person - all athletes participating in MHSA sports (including cheerleading).
- Covered Activities - participating in practice or play of sports sponsored by the MHSA (including cheerleading).
- Definition of Injury: 1) Directly and independently caused by specific accidental contact with another body or object; 2) A source of loss that is sustained while the injured person is covered under the policy and while he or she is taking part in a covered activity; 3) Resulting in a concussion.

The participant's insurance would first be billed and would pay, however there would be no out-of-pocket cost for the participant up to \$25,000 per covered injury. For example, if the participant's insurance had a \$3,000 deductible and none of that deductible was met, this insurance would pay the \$3,000 so there would be no out-of-pocket cost to the family. Also, all co-pays would be covered and if there were tests not covered by the primary insurance this insurance would cover all those costs.

631 N Last Chance Gulch
Helena, MT 59601
(406) 422 - 6010

WHEREVER YOU PLAY
MHSA IS ON YOUR TEAM



MONTANA HIGH SCHOOL ASSOCIATION

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AND EVERYWHERE ELSE UNDER THE BIG SKY SINCE 1921

May 2026

TO: MHSAA MEMBER SCHOOL CONTACTS
MHSAA SCHOOL ACTIVITIES DIRECTORS & BUSINESS MANAGERS / DISTRICT CLERKS

FROM: BRIAN MICHELOTTI, EXECUTIVE DIRECTOR

RE: ANNUAL MEMBERSHIP DUES FOR 2026-27
CATASTROPHIC LIABILITY INSURANCE FOR 2026-27
CONCUSSION INSURANCE FOR 2026-27

This email contains items which need to be addressed for the 2026-27 school year.

- **Annual Membership Dues** will be selected using the Arbiter platform. This will take place of the paper application used in previous years. School administrators it is important you select *every* sport/activity you plan to offer for the upcoming academic year. The fee per activity/sport remains \$250.00. **This payment is due by July 15, 2026.**
- **Catastrophic Liability Insurance** for 2026-27 is summarized on the following pages. This will also be selected using the Arbiter Platform and will be automatically added for you. Your premium is determined by using your high school's (grades 9-12) *FALL, 2025* enrollment as reported to OPI or for private schools, your enrollment as of November 1, 2025. **This payment is due by July 15, 2026.**
- **Concussion Insurance** for 2026-27 is summarized on the following pages. This will also be selected using the Arbiter Platform and will be automatically added for you. Your premium is determined by using your high school's (grades 9-12) *FALL, 2025* enrollment as reported to OPI or for private schools, your enrollment as of November 1, 2025. **This payment is due by July 15, 2026.**

All rates (MHSAA Dues, Catastrophic Insurance and Concussion Insurance) have not increased this school year.

Schools are required by MHSAA rules to pay catastrophic and concussion insurance premiums. Annual dues and **premiums are payable on or before July 15th** of each year of membership. Any school failing to pay the annual dues and premiums on or before August 1st of each year of membership shall become ineligible from that date until such dues and premiums are paid and shall be required to pay a penalty of \$50.00 (for each) in addition to the regular fees before reinstatement. [Article I, Section (2) of the MHSAA By-Laws; Section 17 of the MHSAA Rules and Regulations]

Again, all the above registrations and payments need to be completed using the Arbiter Platform. Each school can pay using ArbiterPay, credit card or with a traditional check. Instructions for completing the task in Arbiter are found on the last page of this document.

If there are questions on any of the above referenced items, please feel free to contact the MHSAA office.

Attachments

631 N Last Chance Gulch
Helena, MT 59601
(406) 422 - 6010

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MHSAA IS ON YOUR TEAM**



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TO: MHSAA MEMBER SCHOOL ADMINISTRATORS
FROM: BRIAN MICHELOTTI, EXECUTIVE DIRECTOR
RE: CONCUSSION INSURANCE

The MHSAA, through negotiations with our insurance broker, HUB International, can continue offering concussion insurance for all MHSAA athletic participants and cheerleaders at only \$1.35 per student. The coverage includes:

- Maximum - \$25,000 per year
- Benefit Period - 1 year
- Deductible - \$0 per claim
- Eligible Person - all athletes participating in MHSAA sports (including cheerleading).
- Covered Activities - participating in practice or play of sports sponsored by the MHSAA (including cheerleading).
- Definition of Injury: 1) Directly and independently caused by specific accidental contact with another body or object; 2) A source of loss that is sustained while the injured person is covered under the policy and while he or she is taking part in a covered activity; 3) Resulting in a concussion.

The participant's insurance would first be billed and would pay, however there would be no out-of-pocket cost for the participant up to \$25,000 per covered injury. For example, if the participant's insurance had a \$3,000 deductible and none of that deductible was met, this insurance would pay the \$3,000 so there would be no out-of-pocket cost to the family. Also, all co-pays would be covered and if there were tests not covered by the primary insurance this insurance would cover all those costs. The cost per year for schools is as follows:

<u>Enrollment</u>	<u>Premium</u>
0-40	\$41
41-110	\$66
111-200	\$121
201-300	\$141
301-400	\$171
401-800	\$191
801+	\$226

Again, all MHSAA athletes and cheerleaders would be covered, there is no deductible, and the maximum coverage per injury per year is \$25,000. This is a very proactive approach to dealing with the issues of concussion that are nationwide including the threats of litigation in every state. It also demonstrates that each school is proactive in the event of litigation.



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TO: MHSAA MEMBER SCHOOL ADMINISTRATORS
FROM: BRIAN MICHELOTTI, EXECUTIVE DIRECTOR
RE: CATASTROPHIC LIABILITY INSURANCE

The MHSAA, through negotiations with our insurance broker, HUB International, can continue offering catastrophic liability insurance through Mutual of Omaha for all MHSAA athletic participants and cheerleaders at only \$6.65 per student. The coverage includes:

Summary of Lifetime Benefits

- **Accident Medical Expense Benefit:** 100% of reasonable, customary, and necessary covered expenses, with an overall lifetime limit of \$1,000,000.
- **Deductible:** \$50,000 per injury.
- **Incurral Period:** Two (2) year incurral period in which to meet the deductible.
- **Extended Care Facility Maximum:** \$365,000 per calendar year.
- **Combined Home Healthcare/Custodial Care Maximum:** \$100,000 per calendar year.
- **Maximum Physical Therapy Benefit:** \$50,000 per calendar year.
- **Accidental Death Benefit:** \$10,000.
- **Cash Benefit:** \$10,000 (for paralysis, including quadriplegia, paraplegia, or hemiplegia).

Expanded Benefits (Total Disability Only):

- **Lifetime Special Expense Benefit:** \$100,000 first decade; \$50,000 each decade thereafter for home remodeling or adaptation and special vehicle purchase or adaptation.
- **Lifetime Adjustment Expense Benefit:** \$50,000 Lifetime for family counseling, training, travel, and loss of earnings of parents.
- **Lifetime Education Expense:** \$50,000 for tuition, room and board and other related expenses.
- **Total Disability Benefit:** A catastrophically injured student who is totally disabled at age 18 may receive \$1,500 per month for remainder of life.
- **Partial Disability Benefit:** A catastrophically injured student who is partially disabled at age 18 may receive \$1,000 per month for remainder of life.

<u>Enrollment</u>	<u>Premium</u>
0-40	\$206.00
41-110	\$302.00
111-200	\$381.00
201-300	\$503.00
301-400	\$625.00
401-800	\$836.00
801+	\$1,339.00



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ANNUAL MEMBERSHIP DUES AND CATASTROPHIC & CONCUSSION INSURANCE REGISTRATION

Membership Dues and Insurance applications will be accessed via Arbiter starting the 2026-27 academic year. This takes the place of paper applications that have, in the past, required a school board chair to sign. You will fill out the sports/activities portion by checking the box of each offered sport/activity just like you did with the paper form. The catastrophic dues and concussion insurance premiums will auto calculate based upon your fall enrollment for the previous year. ***You will have the option to pay using ArbiterPay, credit card or print an invoice and send in a check.*** To access the new registration feature, please follow the steps below:

1. Under the Eligibility Tab, click the School Registration Sub-tab
2. Choose 2026-27 MHSAA Annual Dues and Insurance Application
3. Click on Blue Box that says 'Register'
4. Read Welcome, Click 'Next'
5. Choose ***ANY and ALL*** school sports and activities you will be offering to your students in the 2026-27 academic year. If you offer the program, check the box! In the event you do not have participation, you are eligible for a refund if you notify the MHSAA prior to the first day of competition.
6. When you have checked all offered programs, click 'Next'
7. Read through the Insurance Information page and check the box titled 'I agree' and Click 'Complete Consent'. You will see the option to print this information at the bottom of the page.
8. Review your fees calculations and choose payment method. You have the option to pay using ArbiterPay, credit card or mail in a check.
9. If you choose:
 1. 'ArbiterPay' it will pull from your school account and be directly deposited into MHSAA ArbiterPay account
 2. 'Pay by Check' then please print an invoice and mail a copy along with your check to 631 N. Last Chance Gulch, Helena, MT 59601 – Attn: Jenise Cockhill
 3. 'Pay by Credit Card' it will navigate to a credit card vendor called RapideFund to enter your card information.
10. Click 'Finish'

A confirmation email that you have completed registration will be delivered.

Please contact Jenise Cockhill at jcockhill@mhsaa.org or 406-442-6010, option 1 with any questions.

BOARD OF TRUSTEES COMMITTEES-- 2026-2027

<u>Title IX/Policy</u>	<u>Advisory Council</u>	<u>Insurance</u>	<u>Transportation</u>	<u>Negotiations</u>
Jill Rocksund Keri Hill Megan Upton Justin Cheff (Alt.)	Jill Rocksund Barb Riley	(Dustin Z. – chair) Barb Riley Heather Mumby Jill Rocksund (Alt)	Amanda Pacheco Casey Heupel Justin Cheff	Jill Rocksund Barb Riley Heather Mumby
<u>Discipline</u>	<u>Calendar</u>	<u>Finance</u>	<u>Prof. Develop.</u>	<u>Long-Range Planning**</u>
Keri Hill Justin Cheff Megan Upton Barb Riley (alt.)	Amanda Pacheco Megan Upton	Jill Rocksund Barb Riley Amanda Pacheco Heather Mumby Megan Upton	Jill Rocksund Megan Upton <u>Canyon Building Use</u> Casey Heupel Justin Cheff Amanda Pacheco	Jill Rocksund* Heather Mumby Keri Hill Casey Heupel (Alt.)

*Committee Chairman

**The Long-Range Planning Committee will meet as a committee of the whole at the discretion of the Board.

Regularly scheduled Board meetings are held: 2nd Monday of the month 6:00 P.M. - Administration Office

			Term Expires
Jill Rocksund Chair	917 Vans Avenue Columbia Falls, MT 59912	Home: 892-1822 Cell: 212-0166 j_rocksund@cfmtschoools.net	2027
Barbara Riley Vice Chair	PO Box 1370 Columbia Falls, MT 59912	Home: 892-1829 Cell: 253-7729 b_riley@cfmtschoools.net FAX: 892-2804	2029
Megan Upton Member	PO Box 733 Columbia Falls, MT 59912	Home: Cell: 261-4642 m_upton@cfmtschoools.net	2029
Keri Hill Member	132 Tumbleweed Trail Columbia Falls, MT 59912	Home: Cell: 249-8751 k_hill@cfmtschoools.net	2029
Casey Heupel Member	PO Box 286 West Glacier, MT 59936	Cell: 249-8712 c_heupel@cfmtschoools.net	2028
Amanda Pacheco Member	1535 Riparian Drive Columbia Falls, MT 59912	Home: Cell: 314-0559 a_pacheco@cfmtschoools.net	2027
Justin Cheff Member	105 Larch Hill Drive Columbia Falls, MT 59912	Home: Cell: 253-9360 J_cheff@cfmtschoools.net	2028
Heather Mumby Member	PO Box 3261 Columbia Falls, MT 59912	Home: Cell: 314-1623 h_mumby@cfmtschoools.net	2028

Classified Negotiations

Tentative Agreement

1:2 Appropriate Unit

1:2:1 The appropriate unit shall include all classified personnel of the School District to include the following:

- A. Paraeducators/Aides (SPED, Library, Computer, Bus, Copy, Classroom, Study Hall, **Health Aide**)
- B. School Food Service Personnel (Kitchen Helpers, Cooks, Delivery Driver)
- C. Maintenance Personnel (Groundskeepers)
- D. Custodial Personnel
- E. Transportation (Drivers, Mechanics, Mechanic's Assistant, Warehouse/Delivery Driver, Garbage Truck Driver, Dispatcher, **Non CDL Bus Driver, Activity Trip Driver**)

8:1:3 Year-round classified employees who accrue vacation leave in excess of the maximum allowable carryover amount (as described in 2-18-617, MCA) shall be provided the option to receive compensation for excess accrued vacation hours in lieu of forfeiture.

Employees may elect, once per fiscal year, to cash out accrued vacation leave hours that exceed the established carryover cap. Compensation shall be paid on the first pay period following March 31st, and at the employee's current regular hourly rate of pay.

The District reserves the right to limit the scheduling of vacation leave based on operational needs; however, employees shall not be penalized or lose accrued leave when vacation requests have been denied due to staffing shortages, workload demands, or other District-directed operational limitations.

12:1:6 All classified staff shall be paid on a bi-weekly basis. Regular paydays shall occur on every other Friday starting July 1, 2026.

12:2:1:3 On early release Wednesdays, staff members are expected to remain at the worksite for the remainder of their scheduled workday. This time may be used for preparation for the following week, collaboration with team members, or completion of work-related duties to support efficient operations. Staff members who leave the worksite during the afternoon when students are no longer in the building must use appropriate accrued leave or receive prior approval for leave without pay.

14:2 Wages

14:2:1 The wage scale attached shall be the salary payable to members of the bargaining unit:

Designations	CATEGORIES					
	1	2	3	4	5	6
Journey person	19.98 20.68	21.49 22.19	23.34 24.04	25.36 26.06	29.16 29.86	19.98 20.68

14:2 Wages

For the purposes of pay, there shall be the following “categories”:

1. Kitchen Helpers
2. Custodians, Cooks, Warehouse/Delivery Driver, Non CDL Bus Driver
3. Driver, Dispatcher, **Activity Driver**
4. Maintenance/Groundkeeper/Mechanic’s Assistant
5. Mechanic
6. Paraeducators/Aids, **Health Aides**

14:5:2 Overnight Trip Pay

~~14:5:2:2 If an overnight trip does not involve the transportation of students, the District may attempt to negotiate a different Sleep Time compensation arrangement with the employee(s) involved or potentially involved. Any different Sleep Time compensation that’s provided in “14:8:2:1” above will be in writing, and signed by the employee(s) and the District. The employee(s) will be given a copy of the negotiated agreement.~~

~~14:5:2:2 Trip assignments shall be made based on the category of trip and driver classification.~~

~~Trip Categories:~~

- ~~● Local Trip - A trip that begins and ends within the same day and does not leave Flathead County.~~
- ~~● Long Trip - A Trip that leaves Flathead County but doesn’t require an overnight stay.~~
- ~~● Over-the-Road/Overnight Trip - A trip that requires an overnight stay.~~

~~Driver Classifications:~~

- ~~● Coach/Advisor - The individual responsible for coaching the specific sport or activity for which the trip is taking place, who has been hired and meets the qualifications of a CDL or Non CDL Activity Trip Driver.~~
- ~~● Full-Time Driver - A bus driver who works full-time and as such is readily available to be assigned trips during their scheduled work day but who is important to mitigate out-of-town or overnight trips for overtime purposes as well as the ability to complete their essential daily job functions.~~
- ~~● Route Driver - A driver assigned to morning and afternoon routes.~~
- ~~● Activity Trip Driver - A driver assigned primarily to activity trips.~~
- ~~● Non CDL Activity Trip Driver - A driver assigned to activity trips when the passenger capacity and vehicle do not require a CDL License.~~
- ~~● Non-Union CDL Driver (Manager/Director) - Administrative personnel holding a CDL who may drive when necessary.~~

14:5:2:3 The computation for meal allowances is established in Section 2-18-501 and 2-18-502, MCA.

~~**14:5:2:4** Permanent Bus Route Drivers shall be awarded all activity trips that they elect to work even if the trip times conflict with their regular route. Second priority can be proved to Activity Trip Drivers.~~

14:5:2:4 If the assignment does not result in the cancellation of route as defined in 14:5:8, Local Trips will be assigned in the following order:

1. Full-Time Drivers
2. Route Drivers
3. Activity Trip Drivers

~~**14:5:2:5** Activity Trip Drivers are defined as those that are available/commit to work activity trips throughout the entire school year, comply with all of the school bus driver requirements including annual training, CPR, physicals, etc., but simply are not assigned a daily bus route that transports students from home to school.~~

14:5:2:5 Long Trips will be assigned in the following order:

1. Route Drivers
2. Activity Trip Drivers
3. Full-Time Drivers

14:5:2:6 Overnight trips will be assigned in the following order:

1. Route Drivers
2. Activity Trip Drivers
3. Full-Time Drivers

14:5:6 Cancelled Trip: A driver assigned to a trip which is subsequently cancelled within less than 24 hours shall be paid for two hours at the Driver Time rate unless the driver is assigned another trip **within five working days**.

14:5:8 Cancellation of Route: A route is defined as the transportation of students from home to school or school to home on established routes approved by the County Transportation Committee. Cancellation of a route is defined as the absence of a route driver without a substitute driver available to drive the route. Substitute drivers shall not include Manager, Director, or Mechanic. In lieu of a route cancellation, the District retains the discretion to assign trips to coaches/advisors if they are CDL certified or when the bus capacity for an activity trip does not require a CDL endorsement. Furthermore, the District retains the discretion to assign activity trips to the Manager, Director, or Mechanic to prevent a route cancellation.

14:6 Work on Sunday

~~**14:6:1** Assigned work on a Sunday will be paid at an overtime rate of 1 ½ times that employee's rate of pay.~~

15:2 District Contributions

15:2:1 For the ~~2025-2026~~ 2026-2027 school year, the District will contribute one thousand ~~one-hundred~~ twenty-eight dollars (~~\$1,128.00~~ \$1,028.00) per month toward the cost of a participating Employee's monthly insurance premium.

Article 19 - GRIEVANCE PROCEDURE

Prior to filing a formal grievance, the employee with a complaint should discuss it with the appropriate co-worker, supervisor, or building administrator, with the objective of resolving the matter promptly and informally. In the event that resolution is not achieved, the individual may file a written complaint within ten (10) days of completion of the informal resolution process. An exception is that a complaint of sexual harassment should be discussed directly with an administrator not involved in the alleged harassment.

19:1 Grievance Definition

19:1:1 "Grievance" shall mean an allegation, in writing, by an Employee resulting in a dispute or disagreement between the Employee and the District as to the interpretation or application of the policies and the terms and conditions contained in this Agreement.

12:2:1:3 On early release Wednesdays, staff members are expected to remain at the worksite for the remainder of their scheduled workday. This time may be used for preparation for the following week, collaboration with team members, or completion of work-related duties to support efficient operations. Staff members who leave the worksite during the afternoon when students are no longer in the building must use appropriate accrued leave or receive prior approval for leave without pay.

Policy 2150: Suicide Awareness and Prevention

Status: DRAFT - 1st Reading

Original Adopted Date: Pending

Suicide Awareness and Prevention

The Board is committed to protecting the health and well-being of all District students. The Board directs the Superintendent or designee to develop a program and associated procedures to prevent, assess the risk of, intervene in, and respond to suicide that:

- promote collaboration with families and community providers in all aspects of suicide prevention and response;
- include high quality intervention services for students;
- promote interagency cooperation that enable school personnel to identify and access appropriate community resources for use in times of crisis;
- address reintegration of youth into a school following a crisis, hospitalization, or treatment;
- provide for leadership, planning, and support for students and school;
- personnel to ensure appropriate responses for attempted or completed suicides; and
- include regular review of the procedures.

The District's suicide prevention program shall be consistent with federal and state law and guidance provided by the Office of Public Instruction.

The District will provide a comprehensive suicide education program within the context of approved curriculum. The District will provide training to administrators, support staff, and other school staff in preventing, assessing the risk of, intervening in, and responding to students at risk of suicide. The training shall be made available annually, but employees working directly with students are required to participate in a minimum of one (1) hour of training every three (3) years. The training shall be provided at no cost to District personnel and shall be consistent with approved material provided by the Office of Public Instruction. Training may be delivered unperson or through videoconference, self-study of designated materials, or self-review of online modules approved by the District.

No cause of action may be brought for any loss or damage caused by any act or admission resulting from the implementation of the provisions of this policy or resulting from any training, or lack of training, related to this policy. Nothing in this policy shall be construed to impose a specific duty of care.

This policy will be reviewed by the Board of Trustees on a regular basis.

Policy 5333: Holidays

Status: DRAFT

Original Adopted Date: 02/27/2026 | Last Reviewed Date: 02/27/2026

Holidays for certified staff are dictated in part by the school calendar. Temporary employees will not receive holiday pay. Part-time employees will receive holiday pay on a prorated basis.

The holidays required for classified staff, by § 20-1-305, MCA, are:

1. Independence Day
2. Labor Day
3. Thanksgiving Day
4. Christmas Day
5. New Year's Day
6. Memorial Day
7. State and national election days when the school building is used as a polling place and conduct of school would interfere with the election process

When a holiday occurs during a period in which vacation is being taken by an employee, the holiday will not be charged against the employee's annual leave.

No provision in this policy limits the authority of the Board to negotiate additional paid days off with the exclusive representative of classified staff in accordance with Montana law.

Policy 8430: Records Management

Status: DRAFT

Original Adopted Date: 02/27/2026 | Last Reviewed Date: 02/27/2026

Records Management

The District will retain, in a manner consistent with applicable law and the state's Rules for Disposition of Local Government Records, such records as are required by law or regulations to be created and/or maintained, and such other records as are related to students, school personnel and the operations of the schools.

The Superintendent/designee will be responsible for developing and implementing a records management program for the cataloging, maintenance, storage, retrieval and disposition of school records. The Superintendent/designee will also be responsible for developing guidelines to assist school employees in understanding the kinds of information that must be saved and those which can be disposed of or deleted. At the beginning of each fiscal year, an application for destruction of records, per state statute, may be completed and forwarded to the local government records subcommittee for approval. Upon approval from the local government department, a list of all records having met retention requirements will be presented to the Board for consideration to be destroyed.

All records related to the hiring process shall be retained for at least two (2) years. Student records must be permanently kept, and employment records must be kept for ten (10) years after termination.

Litigation Holds for Electronic Stored Information (ESI)

The District will have an ESI Team. The ESI Team is a designated group of individuals who implement and monitor litigation holds, a directive not to destroy ESI that might be relevant to a pending or imminent legal proceeding. The ESI Team will include a designated school administrator, an attorney and a member from the Technology Department. In the case of a litigation hold, the ESI Team shall direct employees and the Technology Department, as necessary, to suspend the normal retention procedure for all related records.

Information Security Breach

Information security breaches shall be handled in accordance with 30-14-1704, MCA, Computer Security Breach, including, but not limited to, investigations and notifications.

Adopted on 7-24-17

Policy 8320: Property Damage

Status: DRAFT

Original Adopted Date: 02/27/2026 | Last Reviewed Date: 02/27/2026

Property Damage

The District shall maintain a comprehensive insurance program that shall provide adequate coverage, as determined by the Board, in the event of loss or damage to school buildings and/or equipment, including motor vehicles.

The comprehensive insurance program shall maximize the District's protection and coverage while minimizing the costs for insurance. This program may include alternatives for sharing the risk between the District and the insurance carrier, and through self-insurance plans.

Privately Owned Property

The District shall not assume responsibility for the maintenance, repair or replacement of any privately owned property brought to a school or District function unless the use or presence of such property has been specifically requested in writing by the administration.

Adopted on: 7-24-17

Policy 3550: Student Clubs

Status: DRAFT - 2nd Reading

Original Adopted Date: Pending

Student Clubs and Groups

The Board recognizes that student clubs are a helpful resource for schools and supports their formation. Student clubs must complete an application process. The Superintendent or designee is delegated the authority to approve or deny club applications.

This policy shall be made available to all interested individuals upon request and posted on the District's website. Parents and families shall be provided information about the nature and purpose of student clubs and groups meeting at the school and methods to consent to participation or opt out of participation consistent with parent/family rights.

Curricular Student Clubs

The Board of Trustees authorize the administration to approve and recognize curricular student clubs or organizations in a manner consistent with this policy and administrative procedure. Curricular Student clubs are those approved student clubs that directly relate to the body of courses offered by the school. Curricular student clubs that are recognized by the District are permitted to use District facilities, use the District's name, a District school's name, or a District school's team name or any logo attributable to the District, and raise and deposit funds with the District.

In order for the administration to approve and recognize a curricular student club the group must submit an application to the building administrator containing the following:

1. The organization's name and purpose.
2. The portion of the curriculum that forms the basis of the club. The portion of the curriculum that forms the basis of the club or the course offered at the school enhanced by the club's functions. This step is required for consideration as a curricular club. Applications that do not satisfy this step may be permitted to meet at the school as a non-curricular student group.
3. The staff employee designated to serve as the group's advisor.
4. The rules and procedures under which it operates.
5. A statement that the membership will adhere to applicable Board policies and administrative procedures.

The administration will report to the Board when new curricular student clubs have been approved and recognized.

Upon approval of a new curricular student club, the administration will notify the District clerk so the group may have any funds raised for its operations so designated in accordance with the District's financial practices.

Approved curricular student clubs will appear in the student handbook and other appropriate district publications. Advisors of new student clubs may be eligible for a stipend in accordance with applicable collective bargaining agreement provisions and available district resources. Approved curricular student clubs may also have limited access as designated by the administration to distribute messages through official communications of the district (e.g. intercom announcements, district newsletters, group emails, etc.).

Career and Technical Student Curricular Clubs Performance Grants

The Board of Trustees authorizes approved chapters of the follow Career and Technical Student Curricular Clubs within the District to apply for performance grants distributed by the Office of Public Instruction in accordance with Section 20-7-320, MCA:

- (a) Montana HOSA: future health professionals;
- (b) Montana BPA (business professionals of America);
- (c) Montana DECA (distributive education clubs of America);

- (d) Montana FFA (future farmers of America);
- (e) Montana TSA (technology student association);
- (f) skillsUSA Montana; and
- (g) Montana FCCLA (family, career and community leaders of America).

Any application submitted under this provision shall be reviewed and approved prior to submission by the club advisor, building principal, and superintendent or designee.

Non-Curricular Student Groups

Student-led and initiated groups of similar interests that do not meet the requirements to be an approved curricular student club as outlined in this policy shall be designated as noncurricular student groups. Noncurricular student groups include any student group that does not directly relate to the body of courses offered by the District but has a regular meeting schedule and established operational structure. District employees that are present at meetings in a supervisory capacity are not eligible for a stipend. Student meetings must be supervised by an adult. Employees or agents of the District that are present at student group meetings must only serve in a supervisory capacity.

The District approves a limited open forum, within the meaning of that term as defined U.S. Code § 4071, for non-curricular student groups to meet on school premises during non-instructional time. Noncurricular student groups wishing to conduct a meeting within this limited forum are subject to the following fair opportunity criteria, which shall be uniformly administered consistent with 20 U.S. Code § 4071:

1. All such meetings must be voluntary and student-initiated;
2. There shall be no sponsorship of the meeting by the District or its agents or employees;
3. Employees or agents of the District that are present at religious meetings must be only in a nonparticipatory capacity;
4. All meetings must not materially and substantially interfere with the orderly conduct of educational activities within the District; and
5. Nonschool persons may not direct, conduct, control, or regularly attend activities of the non-curricular student groups.

Meeting is defined as a gathering of a group of students for the purposes of discussing group beliefs or engaging in group operations. An event that does not meet this definition will be required to comply with the Community Use of District Facilities Policy and Procedure.

Fundraising

Noncurricular student groups may post notice of gatherings in accordance with Policy 3222. Noncurricular student groups may be authorized by the administration to have the name of the school to appear as part of their group's name. A logo attributable to the school or District, the District's name, or the school's team name or mascot may not be used by a noncurricular group. The permission to post notice of gatherings or use the school name does not constitute sponsorship of the group by the District.

Informal Gatherings

Students are permitted to informally gather at the school in accordance with Policy 3233. Informal gatherings of students are not permitted to use the District's name, a District school's name, or a District school's team name or mascot, or any logo attributable to the District, and raise and deposit funds with the District. Informal student gatherings may not post notices or other materials in accordance with Policy 3222 but may request to post items in accordance with Policy 4331.

Financial Operations

All funds raised by recognized curricular student clubs are subject to applicable District policies regarding financial management. All funds raised by recognized curricular student clubs that are donated to the District become public funds when placed in a District account. All public funds must be monitored in accordance with state law. Deposits must be reviewed to ensure compliance with equity rules, amateur rules and appropriateness under district policy.

Funds spent by the District will be done in accordance with District purchase order policy and spending limits regardless of the source of the donation. All expenditures should be preapproved to ensure equity and auditing standards are met.

The administration is authorized to develop procedures to implement this policy.

NOTES: _____

The administration will retain all records related to this application. The administration will report to the requesting students, advisor, and Board of Trustees when new curricular student clubs have been approved.

For May Review (\$21,079 committed, \$28,921 remaining)

Autumn Mansfield - International Dyslexia Association (IDA) 2026 ANNUAL
READING, LITERACY & LEARNING CONFERENCE Las Vegas, Nevada November
12-14, 2026 \$1,914

Ashley Jollymore - International Dyslexia Association (IDA) 2026 ANNUAL
READING, LITERACY & LEARNING CONFERENCE Las Vegas, Nevada November
12-14, 2026 \$1,874

Alicia Hakes - MFPE (Montana Federation of Public Employees) Educator
Conference, Great Falls MT, October 15-16 \$679

Lindsay Wendt - PEER Physics Summer Institute (virtual) July 8-10 \$2,000

Hilary Ypma - American Council for the Teaching of Foreign Languages
Conference, San Antonio, TX, November 20-22, 2026 \$2,440

Courtney McCord - National PBIS Forum, Chicago, IL, October 22- 23, 2026 \$1,501

Shelly Gress - National Council of Teachers of Mathematics Annual Meeting,
Denver, CO, October 28-31 \$2,044

Jessica Victor - National Council of Teachers of Mathematics Annual Meeting,
Denver, CO, October 28-31 \$1,177

Amount requested: \$13,629

If funded, account balance remaining for rollover 26-27: \$15,292